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ABSTRACT

Using 1960 and 1970 census data, the following hypotheses were tested: the level of women's labor force participation will be higher in urbanized metropolitan vs sparsely populated nonmetropolitan counties with a higher participation rate appearing in the nonmetro counties within commuting range of metro counties, though these differences will have diminished by 1970; women's employment growth will be higher in urbanized metro counties but higher still in nonmetro counties within commuting range of metro areas; the industrial and occupational composition of women's employment will include a larger proportion of higher status jobs in metro and urbanized counties and in counties within commuting range of metro areas, though these differences will have diminished by 1970. The variables examined were: patterns of participation by age; employment by occupation and industry; employment growth by occupation; employment change by industry; and geographic patterns in women's labor force participation. Results indicated: the rate of labor force participation among women varied directly with the level of urbanization but diminished progressively; women's employment grew at a higher rate in metro areas but women's share of total job growth was greater in nonmetro counties; the industrial composition of women's employment became more dissimilar during the decade; proximity to urban areas or a "commuting effect" was not operative; nonmetro women were concentrated in low wage, low skill, and low status pursuits. (JC)

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by

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INTRODUCTION

Recent expansions in the Nation's labor force have focused attention on the growing number of women who comprise its ranks. Since 1940, the labor force participation of women has increased from 27.9 percent to 47.3 percent, and the number of women in the labor force has grown from 14.2 million to 38.5 million workers (U.S. Bureau of Economic Analysis, 1973). Moreover, the relationship between female labor force participation and age and life-family cycle has changed as well.

In 1900, if the average woman worked at all for pay during her lifetime, it was only for a short period before marriage and childbearing. By 1940, the rates showed some changes in the degree of labor force participation, but the pattern by age was similar to that of 1900. Since 1940, significant changes have occurred in the age and family life-cycle pattern of female employment. The 1950 Census showed a sharp increase over the 1940 Census in work rates for women aged 35 and over--those whose children, by and large, had reached school age. This pattern has persisted so that in 1976 the participation rate of women between 35 and 59 years of age did not drop below 48 percent (Oppenheimer, 1973; U.S. Dept. of Labor, 1977). While these overall trends are well recognized, little or no attention has focused on the residential and/or geographic aspects of women's labor force activity. For example,

in nonmetropolitan counties during the 1960's, the number of employed women expanded by 1.7 million (33 percent) accounting for 89 percent of all employment growth in nonmetropolitan areas during the decade. The present paper proposes to describe and compare recent patterns and changes in women's labor force activity in metropolitan and nonmetropolitan counties (and among various types of nonmetropolitan counties) and to delineate some geographic aspects of such patterns and changes.

RATIONALE

Women's labor force activity can be conceived of as a social and economic attribute of a community. Therefore, our overriding assumption and general hypothesis is that intercommunity variation in the level and growth of women's labor force participation and in the composition of women's employment is associated with variation in other community attributes. In this research we focus on the association between community size and women's labor force activity. We feel that community size embodies aspects of differentiation in labor market size and complexity and in aspects of normative differentiation between communities. Both of these issues are thought to be associated with employment opportunities for women.

Labor force participation among women has traditionally been lower in rural than in urban areas. The general explanation for this rural-urban difference involves two factors: (a) the opportunity structure of urban and rural labor markets, and (b) traditionalistic norms regarding women's sex roles in rural areas.

Normative and structural economic factors are not independent, but interact to allow each other to unfold. They both play a role in women's decisions

to join the labor force or to abstain from work for pay, a decision which is affected by such factors as the availability of jobs, the normative climate regarding the appropriatness of women's work, economic pressures on family income, and aspects of marital status and family structure.

Concerning opportunity structure, rural women reside in areas where economic opportunities, outside of male-oriented extractive industries did not generally exist. 1/ However, the economic structure of rural America has undergone significant changes in recent years. Perhaps most importantly, the proportion of the rural population living on farms has diminished dramatically. At the beginning of this century, two thirds of the rural population lived on farms. Since 1910, however, the farm population declined from 32 million to 9.7 million (1970) or from 34 percent to 4.8 percent of the U.S. total. During the same period the rural nonfarm population more than doubled, increasing from 18 million to 44 milion, or from 36 percent of the rural population to 82 percent (Banks, 1973).

Concomitant with these population trends has been a transformation of rural employment. Between 1950 and 1970, the proportion of the nonmetropolitan labor force employed in agriculture, forestry, fisheries and mining (extractive industires) declined from 31.1 percent to 10.2 percent, and the proportion in manufacturing and services increased from 18.6 to 24.4 percent and from 16.0 to 23.3 percent respectively. Decentralization of economic activity has afforded opportunities for persons in rural areas and small towns which here-to-fore,

1/ In certain industries and in certain sections of the country women have comprised a substantial part of the labor force for a long time. For example, women have always made up a large proportion of employment in textiles, and in the manufacture of clothing in Piedmont areas of the Southeast.

were not available, and opportunities have been created for women as well as for men.

Availablity of jobs for rural women has changed the opportunity costs associated with abstaining from work for pay. Obviously, this cost is low where the economic structure includes few jobs for women. Inflation, and the pressure it exerts on family income and purchasing power, has also impacted on rural women's consideration of their economic role.

One might also speculate that the secular rise in education among women (urban and rural) has led them to place a greater economic value on their time and thus evaluate the opportunity cost of not working for pay in a different light.

Regarding traditionalism, numerous studies have demonstrated that rural persons tend to be more conservative in their attitudes toward social behavior than their urban counterparts (Glenn and Alston, 1967). Research has shown that rural people are more traditional in their view of the role of women and the appropriatness of women's work outside of the home (Stokes and Willits, 1974). However, there is recent evidence that while significant differences in attitudes persist between urban and rural persons, "a general trend toward greater permissiveness occurred in all residence categories" (Willits, et. al., 1973). Thus, there is a growing normative support for women's work outside of the home in rural areas.

Recent demographic research also show a diminishing of urban-rural differentiation in family structure. Regardless of residence, age at marriage has increased, current fertility has declined, household size has diminished, and the divorce rate has increased (Brown, 1977). In a word, both attitudinal and demographic research suggest a persistence of urban-rural differentiation as

well as a continuity of change. Therefore, one of our basic expectations is that women's labor force activity has increased in both metropolitan and nonmetropolitan areas, but that important differences continue to separate the residential categories. More specifically, we expect the following patterns to emerge from the data:

(1) The level of women's labor force participation will be higher in metropolitan compared with nonmetropolitan counties, and in urbanized compared with sparsely populated nonmetropolitan counties. Participation will be higher in nonmetropolitan counties that are within commuting range of metropolitan counties. These differences will have diminished compared with 1960.

(2) The rate of growth of women's employment will be higher in metropolitan compared with nonmetropolitan counties, and in urbanized compared with sparsely populated nonmetropolitan counties. Employment growth will be higher in nonmetro counties that are within communting range of metropolitan areas.

(3) The industrial and occupational composition of women's employment will include a larger proportion of higher status jobs in metropolitan than in nonmetropolitan counties, and in urbanized compared with sparsely populated nonmetropolitan counties. High status jobs will be more prevalent in counties that are within commuting range of metropolitan areas. These differences will have diminished compared with 1960.

DATA AND DEFINITIONS

The units of observation in this research are counties and county equivalents. Data were compiled from the 1960 and 1970 Censuses of Population.

The basic residential distinction is between metropolitan (SMSA) and nonmetropolitan counties. Metropolitanization is a dynamic process and the

number of counties fulfilling metropolitan criteria has grown from 410 in 1960 to 628 in 1970. Consequently, the transfer of counties between residence categories is a factor which must be accounted for in the analysis of intercensal change (Brown, 1976). In the present research, a constant metropolitan definition (the official 1970 definition) is used for both time periods. 2/ Nonmetropolitan counties are further divided by the level of urbanization and by adjacency to a metropolitan area. Two categories of urbanization were delineated--those counties having 20,000 or more urban residents and those having fewer than 20,000 urban residents or none at all. Adjacency is designated by a simple dichotomy of geographic contiguity to a metropolitan county. Adjacency is included in the analysis to measure the effects of potential commuting to metropolitan labor markets.

The geographic areas used in this paper are 26 subregions created by combining groups of the Bogue-Beale State Economic Areas. Most of the 26 subregions reflect familiar concepts, such as the Northern Great Plains, the Mississippi Delta, or the Southern Appalachian Coal Fields (Fuguitt and Beale, 1974).

TRENDS AND PATTERNS IN WOMEN'S LABOR FORCE ACTIVITY

Labor Force Participation: As expected, the rate of women's labor force participation was higher in metropolitan than in nonmetropolitan counties and in urbanized compared with sparsely populated nonmetropolitan counties. On the other hand, adjacent counties did not exhibit higher participation rates

2/ The official defintion of metropolitan counties for a census year is announced several years after the census is taken (1963 for 1960 and 1973 for 1970), but it is based on the results of the census.

than nonadjacent counties (Table 1). Labor force participation increased in all residential categories during the 1960's, but the rate of change was somewhat greater in nonmetro areas. The metro-nonmetro gap in women's labor force participation declined from 5.9 percentage points in 1960 to 4.8 points in 1970. In the prime working ages (35-44 years) the corresponding decline was from 3.8 percentage points in 1960 to .2 points in 1970.

Age Pattern of Participation: The age pattern of women's labor force participation is displayed in Table 1 and graphically in Figure 1. These data indicate that the proportion of nonmetropolitan women participating in the labor force increased at each age category except 65 and over between 1960 and 1970. They also show a characteristic age and family life-cycle pattern of women's participation, regardless of metro-nonmetro residence. Participation is high among young women; it declines during early adulthood--when marriage and childbearing are most common; and it increases once again after age 35 when children, by and large, reach school age.

The data also indicate metro-nonmetro differences. At each age the rate of labor force participation is higher among metropolitan women, and there are differences in the pattern of participation by age. Withdrawl from the labor force during early adulthood (ages 25-34) is less characteristic of nonmetropolitan women, and withdrawal at older ages tends to occur somewhat earlier (between 45 and 64 years) than among their metropolitan counterparts. The lower rate of withdrawal during early adulthood may be associated with a greater economic need for women's earnings in nonmetropolitan areas and/or with the presence of more adults, besides the head and spouse, in nonmetro households to help with childbearing and household maintenance. It should also be noted that labor force participation in the 18-24 yrs age group is

substantially higher in metro in nonmetro areas, 55.6 percent and 47.0 percent respectively.

Comparing the two categories of urbanization within the nonmetropolitan sector shows that the rate of participation is higher at each age in urbanized counties, but the age pattern of participation is similar regardless of urban scale. Adjacency to a metropolitan area makes little or no difference in either the level of participation at each age or in the age pattern of participation.

Growth of Women's Employment: During the 1960's the number of employed persons in the U.S. grew by 12.7 million or by 19.6 percent. This growth was due in part to an increase in the working age population, but primarily to increased employment among women. Between 1960 and 1970, the male population, age 14 years old and over, rose by 16.6 percent while the number of employed males grew by only 10.8 percent. In contrast, growth of the female working age population was 20 percent and employed females increased by 37.8 percent.

The net effect of these sex-based differneces in population and employment is that women accounted for 63 percent in nonmetropolitan areas. Subdividing the nonmetropolitan category indicates the women's share of employment change was substantially greater in sparsely populated and nonadjacent setting than in more urbanized areas, although in no case did they account for less than 75 percent of new jobs. Geographically, women accounted for over 50 percent of new jobs in every Census region and in each of the 26 economic subregions used in a later section of this study.

Consistent with our expectations, the rate of growth of women's employment was greater in metro than in nonmetro areas, and in urbanized and adjacent nonmetro areas; but these differences were less pronounced than those for total (male & female) employment (Table 2). Only three percentage points separated the rates of growth of urbanized and sparsely populated nonmetro counties, and only 5 points separated the adjacent and nonadjacent categories.

Employment by Occupation: In 1970, the occupational composition of employment included more higher status positions among metropolitan than among nonmetropolitan women (Table 3). Sixty-one percent of metropolitan women occupied white collar positions compared with 48 percent of nonmetropolitan women, and a higher percent of nonmetro women occupied lower status operative and service jobs (17.7 vs. 11.7 and 18.7 vs. 14.2 respectively). 3/ These differences are not as great as expected. Indeed, much of the difference in white collar employment is attributable to clerical jobs and not the more prestigious professional and managerial positions.

Similar slight differences occur between urbanized and sparsely populated nonmetro areas, but there is little or no difference in the occupational mix of women's employment between adjacent and nonadjacent counties. It should be pointed out that the occupational composition of total employment more nearly reflects our original expectations of higher status employment in more urbanized settings.

Employment Growth by Occupation: Between 1960 and 1970, the female labor force grew by 1.7 million workers in nonmetropolitan areas for an increase

3/ White Collar: PTK, MOP; Clerical Sales.

of 33.4 percent. Increases were especially great in higher paying jobs where over 1 million new white collar and crafts positions were filled by women (Table 4). This resulted from gains in clerical jobs which increased by over 600,000 or by 56.6 percent and in professional jobs which grew by 38 percent. Growth of women's employment was also marked in the lower status operative and non-household service categories which grew by 352,000 and 444,000 jobs respectively. In contrast, women's employment declined substantially in farm related and private household occupations. Another way to look at these data is to distribute the growth among occupational categories, thus determining each occupation's share of new employment. Analyzed this way, the data show that clerical positions accounted for 35 percent of women's employment gains in nonmetropolitan areas, and operative and service jobs accounted for 20 percent and 25 percent respectively. Professional jobs added another 15 percent (Table 5).

The data in Table 4 permit a comparison of occupational change between metropolitan and nonmetropolitan counties. They indicate an overall similarity in the pattern of occupational change between residence categories. Both experienced growth in white collar and crafts occupations, declines in private household and farm related jobs, and increases in operative and laborer positions. However, metro growth in the professional, sales, and managerial categories exceeded that of their nonmetropolitan counterparts, and nonmetropolitan areas experienced a substantially higher rate of growth in crafts and operative jobs. The rate of decline in private household service was similar between the residential categories, but employment in farm related jobs declined much more rapidly in nonmetropolitan areas.

The net result of these changes is that the occupational status of women's employment was somewhat elevated in both metropolitan and nonmetropolitan areas. However, the effect on the comparative occupational composition of these areas was only slight. 4/

Comparing the two categories of urbanization within the nonmetropolitan sector reveals that both county groups showed substantial increases in white collar and crafts positions, but clerical jobs accounted for most of the growth in sparsely populated counties while all of the white collar categories expanded significantly in the more urbanized setting. Also, sparsely populated counties experienced much larger percentage increases in operative jobs than did more urbanized counties, and much larger declines in farm related activities. Movement out of agriculture into operative, service and clerical positions tended to characterize employment change in sparsely populated areas to a much larger extent than was true in more urbanized areas. Patterns of occupational change did not differ markedly between adjacent and nonadjacent nonmetro areas.

Employment by Industry: Metropolitan-nonmetropolitan differences in the industrial composition of women's employment are greater than those for occupation. Substantially more nonmetro women occupied jobs in lower status extractive, nondurable manufacturing, and personal service industries, and conversely more metropolitan women held positions in finance, insurance and real estate, and in business and repair services (table 3). Still, these metro-nonmetro differences are not great, and they are somewhat smaller than those for total employment which more closely fit our original expectations. This is particularly true of extractive industries where the proportion of total employment ranged from 20.1

4/ An index of dissimilarity was computed to compare the occupational distribution of women's employment in metropolitan and nonmetropolitan areas and it remained almost identical between 1960 and 1970 (13.9 vs. 14.5).

percent in sparsely populated nonmetropolitan counties to 2.0 percent in metro areas. Corresponding figures for women were 4.0 percent and .7 percent. There are marked differences in the industrial composition of employment between urbanized and sparsely populated nonmetro counties, but similar differences are not evident between the two categories of adjacency.

Employment Change by Industry: Between 1960 and 1970 the number of nonmetro women increased in all but two industrial categories--extractive and personal services (table 6). Increases were especially great in manufacturing (both durable and nondurable), trade, and professional services. The latter category grew by 785,000 jobs or by 66 percent, accounting for 45 percent of all employment growth among nonmetro women. Manufacturing accounted for 27 percent and trade accounted for 16 percent (table 7). Finance, insurance and real estate, and business and repair services also had large percentage increases over 1960, but they were computed on a small base and do not account for a large absolute share of women's employment growth in nonmetro areas during the decade.

As was true of the distribution of employment by occupation, changes in the industrial composition of women's employment did not markedly alter the comparative industrial structure of the female labor force in metropolitan and nonmetropolitan areas. However, two important differences should be noted. Nonmetro women experienced substantial declines in extractive employment, bringing their employment in this category more closely in line with that of metro areas, and they experienced much larger gains in manufacturing employment than was the case for their counterparts in metro areas. In 1960, the proportion of metro women engaged in manufacturing exceeded that of nonmetro women by 3 percentage points and in 1970 the situation has reversed--nonmetropolitan women exceeded metro women by 4 percentage points (table 6). Both categories experienced large gains in professional services and large declines in personal services.

Comparison of the two categories of urbanization within the nonmetropolitan sector shows that both county groups experienced heavy growth in professional services, trade, and manufacturing, but nondurable manufacturing accounted for a much larger amount of the growth in sparsely populated areas than in their more urbanized counterparts. Also, extractive employment declined at a faster rate in sparsely populated counties. Once again, little difference is evident between adjacent and nonadjacent nonmetro counties (table 6 and 7).

Geographic Patterns in Women's Labor Force Participation: The data in Map 1 show substantial variation in women's labor force participation. The proportion of women in the labor force ranged from a high of 45.1 percent in the Southern Piedmont to a low of 23 percent in the Southern Appalachian coal fields. The mean rate of participation in 1970 for the 26 geographic subregions was 35.2 percent with a standard deviation of 3.8. The level of participation exceeds the mean in the Northeast, the Midwest, the Southeast and the Southwest and is below the mean in Appalachia, the deep South (the Mississippi Delta, the Ozark-Ouachita uplands, and East Texas), and the Southern Great Plains.

The data in table 8 compare the industrial composition of nonmetro women's employment in four subregions with extremely high women's labor force participation (greater than 1 standard deviation above the mean--G.T.E. 39 percent) with 3 subregions that are extremely low (greater than 1 standard deviation below the mean--L.T.E. 32.1 percent). They show that nonmetro women's labor force participation is greater in areas that are characterized by generalized manufacturing activity; and lowest in areas with a large proportion of employment in extractive industries. Casual observation of Map 1 also indicates that women's participation is greatest in nonmetro areas that are situated among (and dominated by ?) large metropolitan complexes.

Several points should be made regarding these subregional differences.

First women's employment in high participation areas of the Midwest and Northeast does not appear to be associated with commuting to nearby metropolitan areas. No evidence of a "commuting effect" was demonstrated in our analysis of adjacency to metropolitan areas.

Second, ethnic factors appear to be a determinant of the low level of women's participation in several southern subregions. The French in Louisiana (subregion 17) and Hispanics in the Southwest (subregions 19, 21, 22) are reputed to hold conservative attitudes regarding women's work outside of the home. One might speculate that this diminishes women's labor force participation in areas where these ethnic groups comprise a large proportion of the population.

Finally, the high level of women's labor force participation is not a new occurrence in the Southern Piedmont. Women's employment has been high in this area for a long time. It is accounted for by employment in low wage and low skill industries such as textiles and apparel manufacturing. Indeed, one third of employed women in this subregion is in nondurable manufacturing (table 8).

Women's labor force participation is higher than expected in the Coastal Plain Tobacco and Peanut subregion. This area is heavily agricultural and one would expect it to have a relatively low level of women's employment, not the fourth highest of the 26 subregions. However, it may be just this, employment in agriculture, that accounts for the region's high participation rate. Almost 5 percent of employed women occupy extractive jobs in this subregion. This is the third highest level among the 26 areas, and compares with an overall nonmetro figure of 2.5 percent.

SUMMARY AND CONCLUSIONS

This research has demonstrated trends and differences in female labor force activity among residence categories of metropolitan and nonmetropolitan counties during the 1960's. Our general expectation that women's labor force activity is associated with the level of urbanization has been borne out by this study.

We showed that the rate of labor force participation among women varies directly with the level of urbanization, but that such differences have diminished since 1960. As expected, we found that women's employment grew at a higher rate in metro areas, but we also showed that women's share of total job growth was substantially greater in nonmetro counties. Women accounted for 9 of every 10 jobs created in nonmetro areas during the decade, and their share of employment growth was greater still in less urbanized and isolated nonmetro counties.

Our third concern focused on the occupation and industry structure of women's employment. Consistent with our expectations, a lower proportion of nonmetro women held upper level jobs (professional and managerial) and a higher proportion occupied lower status operative and service occupations. Similarly, nonmetro women were more concentrated in low-wage and low-skill industries such as nondurable manufacturing and personal services. However, we found little support for our expectation of diminished differentiation in the occupational composition of women's employment between metro and nonmetro areas during the 1960's. In contrast, the industrial composition of women's employment became more dissimilar during the decade. Professional services grew more rapidly than any other industry group in all residence categories, but manufacturing, both durable and nondurable, was a much more important source of growth in nonmetro areas. In fact, the proportion of nonmetro

women employed in manufacturing exceeded that of metro women in 1970. The opposite was true in 1960. This may be a source of some concern since manufacturing industries have been declining in relative size during recent years.

Our expectations regarding adjacency to a SMSA were not supported by the analysis. We found no evidence of a "commuting effect" in any section of the study. Thus, recent growth in women's employment in nonmetro areas is not explained by proximity to opportunities in nearby metropolitan areas.

In conclusion, this study presents a mixed picture of economic opportunity and progress for women in nonmetropolitan areas. While it is true that labor force participation increased, that residential differences in participation declined, and that a majority of employment growth during the 1960's was accounted for by women, other indicators such as the industrial and occupational composition of employment, continued to show that nonmetro women are concentrated in low wage, low skill, and low status pursuits. Indeed over one quarter of nonmetro women were employed in nondurable manufacturing, extractive, and personal service industries. In comparison only 17 percent of metropolitan women were similarly employed.

The implications of a differentially lower occupational and industrial status of employment in nonmetro areas are several. To begin with, economic, social and personal rewards are less from such jobs. Consider nondurable manufacturing: In 1970, the mean earnings of nonmetro women in this industry group was $4,200. This compared with $5,000 for durable manufacturing and was one of the lowest average wages of any industry group. Also, less ego gratification and social status can be expected for most jobs in nondurable manufacturing. There is nothing glamorous about eviscerating chickens to a woman who has the ability and desire to do more skilled work.

Another implication of the preponderance of low wage and low skill jobs among nonmetro women has to do with attachment to the labor force during

adverse economic conditions. Data from the Current Population Survey allow us to focus on the association between unemployment and labor force participation for women in metropolitan and nonmetropolitan areas. Two competing theories focus on this issue (Mincer, 1966). The "added worker hypothesis" states that as the unemployment rate rises, females will increase their participation to compensate for income losses accruing to households with unemployed male heads. The "discouraged worker hypothesis" proposes that as the unemployment rate rises, females will perceive a tightness in the job market and refrain from searching for employment. Data for metro females, aged 20 and older, appear to be consistent with the "added worker hypothesis," while nonmetro data tend to fit the "discouraged worker hypothesis" more closely (Figure 2). As total unemployment rose in the first quarter of each year, female labor force participation in nonmetro areas declined. In fact, the two phenomena almost mirror each other. In contrast, no such association was evident for metro areas. With one exception, in the fourth quarter of 1974, the metro participation rate of females increased consistently over time, regardless of the unemployment rate. These data suggest that labor force activity among nonmetro women is more vulnerable to the vagaries of national economic trends than is true for their metropolitan counterparts.

This research established some basic similarities and differences between women's labor force activity in areas with varying levels of urbanization. Future research should investigate the determinants of intercommunity variation in women's labor force activity in a more integrated fashion, bringing together measures of labor market size and structure, location, access, economic opportunity, and population composition. Also, research needs to investigate the individual and household-level determinants of women's labor force activity in different residential contexts. Such research will contribute to a more complete understanding of the comparative structure of the metro and nonmetro labor force and labor market.

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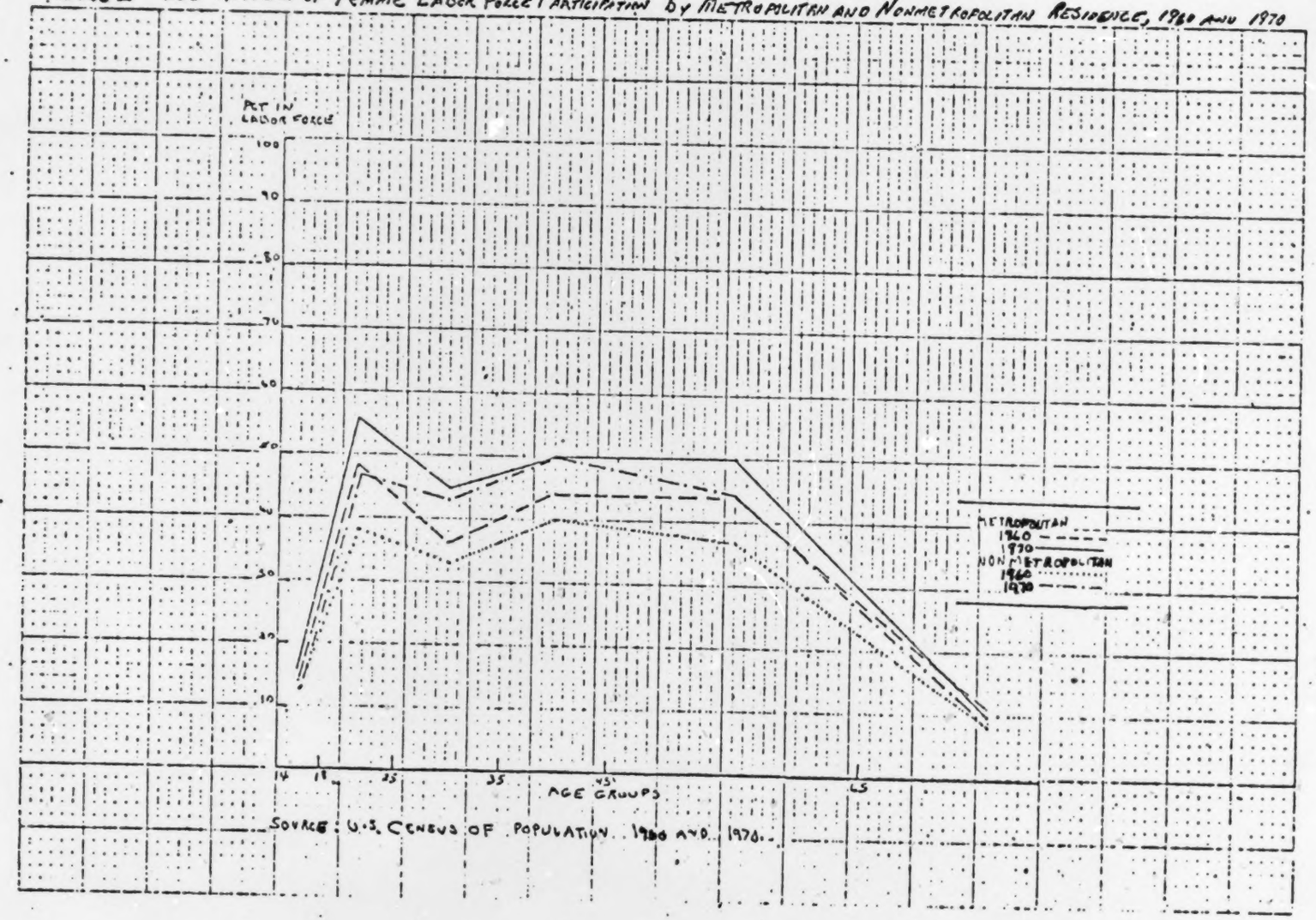
Table 1... Age Pattern of Women's Labor Force Participation by Metropolitan-Nonmetropolitan Residence, 1960 and 1970 1/ 2/

Age Group	Metropolitan		Nonmetropolitan 3/									
			Total		Urbanized		Sparsely Populated		Adjacent		Nonadjacent	
	1960	1970	1960	1970	1960	1970	1960	1970	1960	1970	1960	1970
	pct. in labor force											
14-17	14.4	15.1	13.2	13.4	13.6	13.8	11.1	11.2	12.6	13.4	13.8	13.5
18-24	48.2	55.6	37.8	47.0	38.6	47.4	31.3	43.0	38.6	47.4	37.0	46.5
25-34	36.2	45.2	32.9	43.8	33.4	44.2	28.6	40.7	33.4	44.0	32.3	43.7
35-44	43.7	50.3	39.9	50.1	40.7	50.7	34.2	47.8	40.7	50.7	39.1	49.5
45-64	43.4	49.2	36.9	43.9	37.8	44.7	31.1	38.4	37.5	44.5	36.2	43.3
65 & over	10.8	10.4	9.2	9.2	9.4	9.3	8.1	8.1	9.1	9.1	9.3	9.2
Total 14 and over	36.2	40.8	30.3	36.0	31.0	36.7	25.4	31.5	30.8	36.5	29.9	35.6

1/ Civilian labor force, 14 years and older
2/ Metropolitan (SMSA) status as announced in 1973. The metropolitan category is comprised of 628 counties and the nonmetropolitan 2,469 counties.
3/ See text for definition
Source: U.S. Census of Population 1960 and 1970

FIGURE 1.-- AGE PATTERN OF FEMALE LABOR FORCE PARTICIPATION BY METROPOLITAN AND NONMETROPOLITAN RESIDENCE, 1960 AND 1970



SOURCE: U.S. CENSUS OF POPULATION, 1960 AND 1970.

Table 2..... Employment Growth By Sex and Residence, 1960 to 1970

Residence	Employment				Women's Employment				Women's Share of Employment Change
	60	70	Change 60-70 absolute	Change 60-70 percent	60	70	Change 60-70 absolute	Change 60-70 percent	%
U.S. Total	64,639.2	77,308.8	12,669.6	19.6	21,172	29,170.1	7997.8	37.8	63.1
Metro	47, 275.1	57,985.4	10,710.3	22.7	15,933.6	22,183.9	6,250.3	39.2	58.4
Nonmetro	17,364.1	19,323.3	1,959 2	11.3	5,238.7	6,986.3	1,747.6	33.4	89.2
Urbanized	15,206.2	17,113.7	1,907.5	12.5	4,674.2	6,251.6	1,577.4	33.8	82.7
Sparsely Populated	2,157.9	2,209.7	51.8	2.4	564.5	734.7	170.2	30.2	328.6
Adjacent	8,818.8	10,097.9	1,279.1	14.5	2,687.6	3,652.2	964.6	35.9	75.4
Nonadjacent	8,545.4	9,225.1	680.0	8.0	2,551.1	3,334.1	783.0	30.7	115.2

1/ Metropolitan status (SMSA) as announced in 1973.
2/ Civilian Labor force 14 yrs and older
3/ Numbers in thousands
4/ See text for definitions

Source: U.S. Census of Population, 1960 and 1970

Table 3... Occupational and Industrial Composition of Women's Employment by Metropolitan and Nonmetropolitan Residence 1970. 1/ 2/

	Metropolitan	Nonmetropolitan 3/				
		Total	Urbanized	Sparsely Populated	Adjacent	Nonadjacent
Occupation						
Professional/Technical	15.1	13.7	13.7	13.1	13.4	14.0
Managerial/Administrative	3.4	3.7	3.6	4.4	3.4	3.9
Sales	7.0	6.3	6.4	5.6	6.1	6.5
Clerical	35.5	24.3	24.8	19.8	24.6	23.9
Craftsmen	1.6	1.9	1.9	1.9	2.0	1.8
Operative	11.7	17.7	17.6	19.2	18.9	16.4
Labor (ex. Farm)	.8	1.3	1.2	1.5	1.3	1.2
Farmer	.1	.6	.5	1.3	.5	.7
Farm Labor	.3	1.2	1.1	1.8	1.2	1.2
Service (ex private household)	14.2	18.2	18.0	19.2	17.5	18.9
Private Household	3.1	5.3	5.2	5.9	5.0	5.5
Not Reported	7.0	6.0	5.9	6.3	6.1	5.9
Total All Occupations	100.0	100.0	100.0	100.0	100.0	100.0
Industry						
Extractive 4/	.7	2.5	2.4	4.0	2.4	2.7
Construction	.9	.8	.8	.7	.8	.8
Durable Manufacture	8.4	7.1	7.3	4.8	8.4	5.6
Nondurable Manufacture	8.9	14.1	13.8	16.2	14.9	13.2
Transportation	4.0	2.5	2.6	2.0	2.4	2.7
Trade 5/	20.5	19.9	19.9	19.5	19.1	20.7
Finance, Insurance, Real Estate	7.0	3.7	3.7	3.2	3.8	3.6
Business/Repair/Services	2.5	.9	1.0	.6	1.0	.9
Personal Services	7.3	10.2	10.2	10.8	9.6	10.9
Entertainment/Recreation	.8	.6	.6	.5	.5	.6
Professional Services	27.4	28.2	28.4	26.6	27.7	28.9
Public Administration	4.4	3.5	3.4	4.7	3.4	3.6
Not Reported	7.2	6.0	6.0	6.3	6.1	5.9
Total All Industries	100	100	100	100	100	100

1/ Metropolitan (SMSA) status as announced in 1973
2/ Civilian labor force, 14 years and older
3/ See text for definitions
4/ Agriculture, forestry, fisheries and mining
5/ Wholesale and retail trade

Source: U.S. Census of Population, 1960 and 1970.

Table 4... Change In Women's Employment by Occupation and Metropolitan-Nonmetropolitan Residence, 1960 to 1970 1/ 2/

Occupational Group	Metropolitan		Nonmetropolitan 4/									
	Number 3/	Percent	Total		Urbanized		Sparsely Populated		Adjacent		Nonadjacent	
			Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Professional/Technical	1,298.4	63.0	262.7	37.9	244.9	39.9	17.7	22.5	142.6	41.1	120.1	34.7
Managerial/Administrative	186.8	32.7	47.4	22.7	43.1	23.8	4.3	15.6	25.9	26.2	21.5	19.6
Sales	324.0	26.2	14.7	3.5	19.8	5.2	-5.1	-11.1	12.5	6.0	2.1	1.0
Clerical	2,678.0	51.4	613.0	56.6	566.7	56.0	56.3	63.0	332.4	58.7	280.6	54.2
Craftsmen	161.9	81.1	80.4	151.8	71.1	148.0	9.4	191.0	43.8	155.5	36.7	147.7
Operative	233.3	9.8	352.4	39.7	296.2	36.9	56.2	66.3	188.1	37.3	164.3	42.8
Labor (ex. Farm)	103.5	133.9	55.3	170.2	47.5	162.6	7.8	238.5	29.8	172.5	25.5	167.5
Farmer	- 12.9	- 39.9	- 43.2	- 50.5	- 33.6	- 50.4	- 9.6	- 50.7	- 20.4	- 51.0	- 22.8	- 50.0
Farm Labor	- 14.1	- 19.8	- 88.1	- 51.3	- 69.9	- 49.8	- 18.1	- 57.7	- 38.5	- 47.2	- 49.6	- 54.9
Service (ex private household)	1,133.8	56.1	444.0	53.8	394.0	53.7	49.9	54.8	232.6	57.3	211.4	50.4
Private Household	- 426.0	- 38.3	- 185.6	- 33.6	- 165.7	- 33.9	- 19.9	- 31.4	- 88.4	- 32.5	- 97.2	- 34.6
Not Reported	583.7	59.9	194.7	87.5	173.4	87.7	21.3	85.7	104.2	88.8	90.5	85.9
Total All Occupations	6,250.3	39.2	1,747.5	33.4	1,587.5	33.7	170.2	30.1	964.6	35.9	783.0	30.7

1/ Metropolitan (SMSA) status as announced in 1973.
2/ Civilian Labor Force, Age 14 and older
3/ Number in thousands
4/ See text for definitions

Source: U.S. Census of Population, 1960 and 1970

Table 5... Percent Distribution of Employment Growth by Occupation and Residence, 1960 to 1970.

Occupation Group	Metropolitan	Nonmetropolitan				
		Total	Urbanized	Sparsely Populated	Adjacent	Nonadjacent
Professional/Technical	20.8	15.0	15.4	10.4	14.8	15.3
Managerial/Administrative	3.0	2.7	2.7	2.5	2.7	2.8
Sales	5.2	.8	1.2	-3.0	1.3	.3
Clerical	42.9	35.1	35.7	33.1	34.5	35.8
Craftsmen	2.6	4.6	4.5	5.5	4.5	4.7
Operative	3.7	20.2	18.7	33.0	19.5	21.0
Labor (ex. Farm)	1.7	3.2	3.0	4.6	3.1	3.3
Farmer	-.2	-2.5	-2.0	-5.6	-2.1	-2.9
Farm Labor	-.2	-5.0	-4.4	-10.6	-4.0	-6.3
Service (ex. private household)	18.1	25.4	24.8	29.3	24.1	27.0
Private Household	-6.8	-10.6	-10.4	-11.7	-9.2	-12.4
Not Reported	9.3	11.1	10.9	12.5	10.8	11.6
Total All Occupations	100	100	100	100	100	100

1/ Metropolitan (SMSA) Status as announced in 1973
2/ Civilian Labor Force, Age 14 years and older
3/ See text for definitions

Source: U.S. Census of Population, 1960 and 1970

Table 6... Change in Women's Employment by Industry for Metropolitan and Nonmetropolitan Residence, 1960 to 1970 1/ 2/

Industry Group	Metropolitan		Nonmetropolitan 3/									
			Total		Urbanized		Sparsely Populated		Adjacent		Nonadjacent	
	Number 4/	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Extractive 5/	27.0	20.1	-107.3	-37.8	-82.9	-36.0	-24.4	-45.6	-47.5	-35.5	-59.8	-40.0
Construction	54.3	37.2	13.3	33.7	11.7	32.6	1.6	45.0	8.2	41.8	5.1	25.8
Durable Manufacture	400.6	27.5	221.5	81.2	200.3	77.5	21.2	147.3	127.5	71.0	94.0	101.0
Nondurable Manufacture	41.1	2.1	247.8	33.7	202.3	30.5	45.6	62.1	128.1	30.8	119.7	37.5
Transportation	258.9	41.8	26.6	17.6	25.6	18.6	1.0	7.2	15.9	22.1	10.7	13.5
Trade 6/	1,248.3	37.9	285.6	25.9	261.2	26.5	24.3	20.5	156.5	28.9	129.0	23.0
Finance, Insurance, Real Est.	496.6	46.9	87.0	51.0	78.0	50.0	9.0	62.4	49.4	56.3	37.6	45.4
Business/Repair/Services	256.0	83.9	30.6	85.6	28.3	85.4	2.2	87.4	16.9	93.0	13.6	77.9
Personal Services	-295.1	-15.4	-139.4	-16.3	-124.6	-16.4	-14.8	-15.7	-62.6	-15.1	-76.8	-17.5
Entertainment/Recreation	43.3	34.0	8.9	29.7	8.0	29.5	.9	30.9	5.2	36.8	3.7	23.3
Professional Services	2,703.4	80.2	785.4	66.1	712.1	66.8	73.3	59.8	409.4	68.1	376.0	64.1
Public Administration	264.1	36.7	50.5	26.1	44.9	27.2	5.7	19.6	29.2	30.6	21.3	21.7
Not Reported	751.9	89.1	237.2	130.5	212.5	132.6	24.7	115.1	128.4	136.2	108.8	124.4
Total All Industries	6,250.3	39.2	1,747.5	33.4	1,577.4	33.7	170.2	30.1	964.6	35.9	783.0	30.7

1/ Metropolitan (SMSA) status as announced in 1973
2/ Civilian Labor Force, Age 14 years and older
3/ See text for definitions
4/ Number in thousands
5/ Agriculture, forestry, fisheries and mining
6/ Wholesale and Retail trade

Source: U.S. Census of Population, 1960 and 1970.

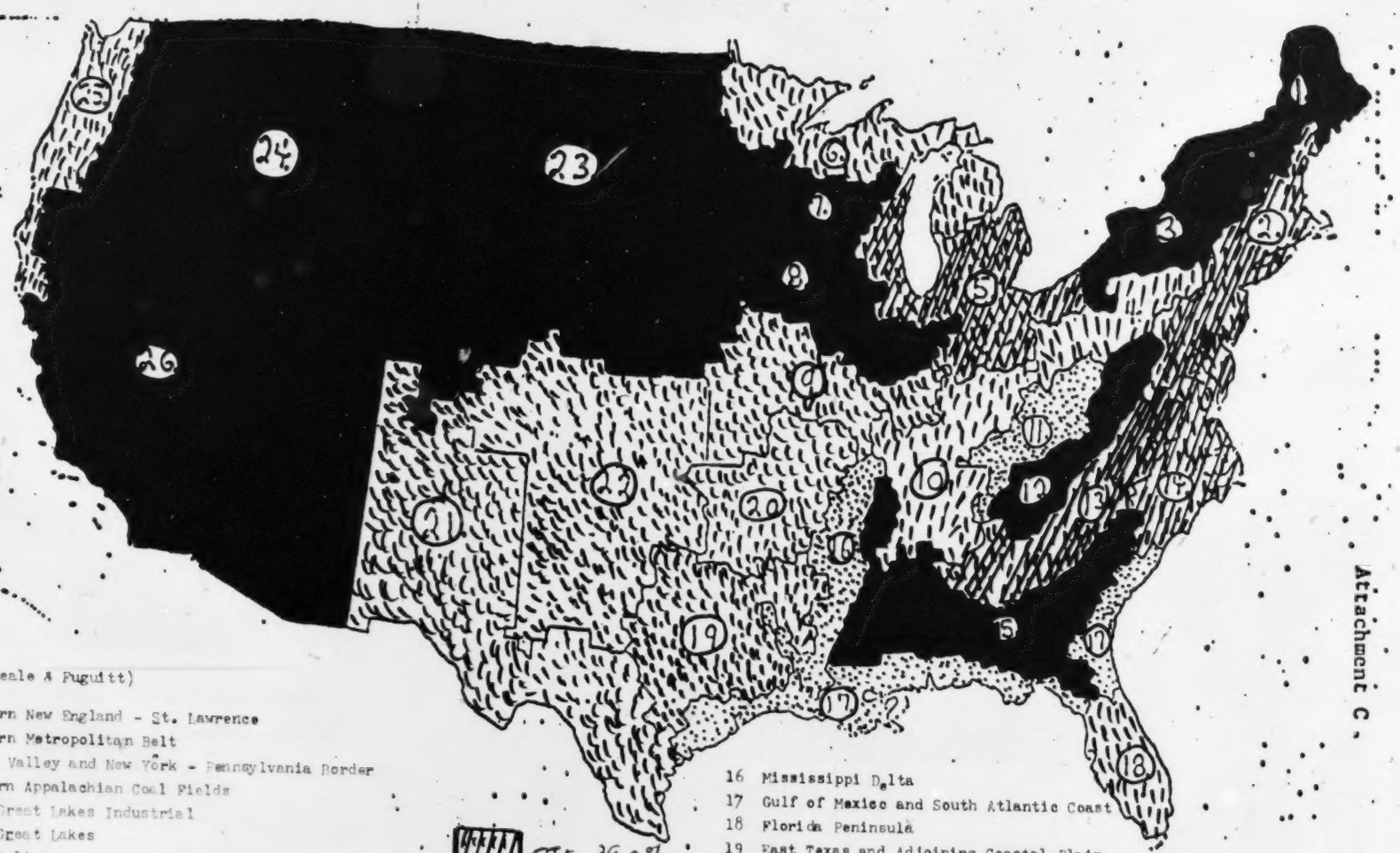
Table 7... Distribution of Employment Growth by Industry for Metropolitan-Nonmetropolitan Residence, 1960 to 1970. 1/ 2/

Industry Group	Metropolitan	Nonmetropolitan 3/				
		Total	Urbanized	Sparsely Populated	Adjacent	Nonadjacent
Extractive 4/	.4	-6.1	-5.3	-14.3	-4.9	-7.6
Construction	.9	.8	.7	.9	.9	.7
Durable Manufacture	6.4	12.7	12.7	12.5	13.2	12.0
Nondurable Manufacture	.7	14.2	12.8	26.8 operatives	13.3	15.3
Transportation	4.1	1.5	1.6	.6	1.6	1.4
Trade 5/	20.0	16.3	16.6	14.3	16.2	16.5
Finance, Insurance, Real Estate	7.9	5.0	4.9	5.3	5.1	4.8
Business/Repair/Services	4.1	1.7	1.8	1.3	1.8	1.7
Personal Services	-4.7	-8.0	-7.9	-8.7	-6.5	-9.8
Entertainment/Recreation	.7	.5	.5	.5	.5	.5
Professional Services	43.3	44.9	45.1	43.1	42.4	48.0
Public Administration	4.2	2.9	2.8	3.3	3.0	2.7
Not Reported	12.0	13.6	13.5	14.5	13.3	13.9
Total All Industries	100	100	100	100	100	100

1/ Metropolitan (SMSA) status as announced in 1973
2/ Civilian Labor Force, Age 14 years and older
3/ See text for definitions
4/ Number in thousands
5/ Agriculture, forestry, fisheries, and mining
6/ Wholesale and retail trade

Source: U.S. Census of Population, 1960 and 1970.

MAP 1: NONMETRO WOMEN'S LABOR FORCE PARTICIPATION RATE BY SUBREGIONS OF THE UNITED STATES, 1970



Attachment C.

Subregion (Beale & Fuguitt)

1 Northern New England - St. Lawrence
2 Northern Metropolitan Belt
3 Mohawk Valley and New York - Pennsylvania Border
4 Northern Appalachian Coal Fields
5 Lower Great Lakes Industrial
6 Upper Great Lakes
7 Dairy Belt
8 Central Corn Belt
9 Southern Coal Belt
10 Southern Interior Uplands
11 Southern Appalachian Coal Fields
12 Blue Ridge, Great Smokies, and Great Valley
13 Southern Piedmont
14 Coastal Plain Tobacco and Peanut Belt
15 Old Coastal Plain Cotton Belt

GTE 39.0%
35.2 & 38.9%
32.2 & 35.1%
LTE 32.1%

16 Mississippi Delta
17 Gulf of Mexico and South Atlantic Coast
18 Florida Peninsula
19 East Texas and Adjoining Coastal Plain
20 Ozark-Ouchita Uplands
21 Rio Grande
22 Southern Great Plains
23 Northern Great Plains
24 Rocky Mountains, Mormon Valleys & Columbia Basin
25 Northern Pacific Coast (Inc. Alaska)
26 The Southwest (Inc. Hawaii)

37

38

27

Table 8...Distribution of Total Employment by Industry for 1970 for "Extreme" Female Labor Force Participation Rate Regions. 1/

Industry	Areas with High Labor Force Participation 2/					Areas with Low Labor Force Participation		
	Northern Metro Belt	Lower Great Lakes Industrial	Southern Piedmont	Coastal Plain Tobacco Peanut Belt	Southern Appalachian Coal Fields	Mississippi Delta	Gulf of Mexico and South Atlantic Coast
	2	5	13	14	11	16	17
Extrative 3/	4.4	6.1	4.1	11.4	20.0	16.0	11.1
Construction	7.7	4.6	6.1	7.1	7.4	6.5	7.8
Durable Manufacture	12.6	28.0	11.6	8.0	8.1	8.2	8.0
Nondurable Manufacture	12.9	9.9	33.3	17.1	7.6	9.5	11.1
Transportation	5.5	4.8	4.1	4.5	6.6	5.3	6.5
Trade 4/	17.6	17.0	13.4	17.6	16.8	18.5	18.2
Finance, Insurance, RealEst.	3.6	2.5	2.1	2.6	1.8	2.5	2.8
Business/Repair/Services	2.1	1.7	1.5	1.7	1.8	1.8	2.3
Personal Services	4.5	3.5	4.9	6.5	4.0	7.2	6.4
Entertainment/Recreation	.6	.5	.4	.5	.4	.4	.5
Professional Services	16.6	13.7	11.4	12.4	15.8	15.5	14.1
Public Administration	5.9	2.6	2.4	4.6	3.9	3.2	4.6
Not Reported	6.0	5.0	4.7	6.0	5.9	5.3	6.6
Total All Industries	100	100	100	100	100	100	100

1/ Civilian Labor Force, Age 14 years and older
2/ See text for definitions
3/ Agriculture, forestry, fisheries, and mining
4/ Wholesale and retail trade

Source: U.S. Census of Population, 1960 and 1970.

Figure 2...Unemployment and Women's Labor Force Participation